



The Key to Preparing Youth for a Work Setting

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Key Strategies

- ◆ Pay Attention to Development Needs
- ◆ Have a “Theory” of Your Program
- ◆ Stay Connected
- ◆ Be Value-Added



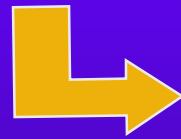
Developmental Needs

- ◆ Safety & Structure
- ◆ Membership
- ◆ Contribution
- ◆ Control Over One's LIFE

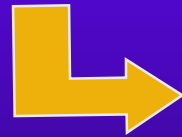
Program Theory

If I ...

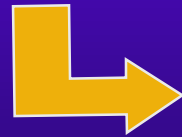
Focus on Soft Skills



Improve Attitudes




Get Along



Well-Liked



Hold a Job



Key Qualities that Count with Employers

- ◆ Attitude
- ◆ Communication Skills
- ◆ Previous Work Experience
- ◆ Recommendations



Employer's Views on Young People

- ◆ Negative Attitudes towards Work
- ◆ Lack Interpersonal Skills
- ◆ Concerns about Respect
- ◆ Inflated Expectations
- ◆ Treat Supervisors Disrespectfully



Key Stages of Development in Youth Programs

Trust Vs. Mistrust

Questions Youth Ask Themselves

"Am I Comfortable Here?"

"Should I Stay?"



Key Stages of Development in Youth Programs

Autonomy Vs. Shame & Doubt

Questions Youth Ask Themselves

"What is this really about?"

"How can I test staff?"



Key Stages of Development in Youth Programs

Industry Vs. Inferiority

Questions Youth Ask Themselves

"Do I have what it takes to succeed here?"



Key Stages of Development in Youth Programs

Identity Vs. Identity Confusion

Questions Youth Ask Themselves

"Will be allowed to be what I have become?"



Key Program Strategies

- ◆ Your Program Setting is a Work Setting
- ◆ Develop a Definition of “work ready”
- ◆ Help Trainees understand

**Code of the
Streets**

**Code of the
Workplace**



Key Program Strategies

- ◆ Have a *primary person* connected to each trainee
- ◆ Build *job search* activities early on in the program
- ◆ Provide opportunities to *think* like an employer



Membership

Have Trainees organize themselves as a
Fraternity/Sorority

Key to Job Retention !



Job Retention

◆ Keep Trainees Thinking Ahead

- ✓ Salary Increases
- ✓ Promotion
- ✓ College
- ✓ “Giving Back”



Job Retention

Develop a Plan for Consistent Contact with Trainee

What ideas do you have?

Daily:

Weekly:

Monthly:

Other Communication Strategies: *Newsletter*



Contact:

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